

MONDAY, JUNE 6, 2022 7:00 P.M.
BOARD OF ALDERMEN
MINUTES

MAYOR MIKE WILCOX

ALDERMAN PAUL ROETTGER

ALDERMAN AARON NAUMAN

ALDERMAN LISA CAPSHAW CUSHING

ALDERMAN BERRY LANE

ALDERMAN RICH FANNING

ALDERMAN SARAH VITALE

CITY ATTORNEY, JIM HETLAGE
CITY ADMINISTRATOR, BEN DECLUE
DEPUTY CITY CLERK, JOANNE CARR

MEETING CALLED TO ORDER

The meeting was called to order at 7:06 PM by Mayor Wilcox.

ROLL CALL

Present: Alderman Roettger, Alderman Lane, Alderman Nauman, Alderman Fanning

Absent: Alderman Capshaw Cushing, Alderman Vitale

Present: Mr. Dan Lawrence, Director of Finance, Chief Jeff Beaton, Police Department, Chief James Silvernail, Fire Department

APPROVAL OF TENTATIVE AGENDA

Mayor Wilcox asked if there were any changes or corrections to the Agenda for the June 6, 2022, meeting. Alderman Nauman moved approval of the agenda for the meeting. Alderman Fanning seconded the motion which was unanimously approved.

APPROVAL OF THE MINUTES FROM MAY 2, 2022 MEETING

Mayor Wilcox asked if there were any changes or corrections to the Board minutes from May 2, 2022, meeting. Alderman Nauman moved approval of the minutes. Alderman Roettger seconded the motion, which was unanimously approved.

APPROVAL OF THE MINUTES FROM MAY 16, 2022 WORKSHOP

Mayor Wilcox asked if there were any changes or corrections to the Board minutes from May 16, 2022, meeting. Alderman Nauman moved approval of the minutes. Alderman Roettger seconded the motion, which was unanimously approved.

CITIZEN COMMENTS

None

TREASURER'S REPORT- APRIL 2022

Mr. DeClue reported that the partial report was in the packet and the written report was emailed to the Board today. Please email if you have any questions.

ORDINANCE FOR FIRST READING

B09-22 AN ORDINANCE ADOPTING A WARD MAP AND NEW WARD BOUNDARIES FOR THE BOARD OF ALDERMEN OF THE CITY OF GLENDALE

Alderman Fanning moved approval of the first reading of Ordinance B09-22. Alderman Lane seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue reported that an essentially did a review of our ward map, noting that the City was slightly out of compliance adding that 10% was the earmark and Glendale population from one Ward at 11%. Mr. DeClue stated that the ward boundaries had not been adjusted in years and with tear downs, rebuilds and lot splits, the map needed to be updated. Mr. DeClue stated that Ward 3 gained everything up to southern part of Bismark, with one extra subdivision along with the condominiums and Moreland. Mayor Wilcox asked if some were smaller than others. Mr. DeClue stated that wards could not be larger than 10%, adding that the change respected the integrity of the wards, represents the community well and did not affect the Aldermen in anyway.

Mayor Wilcox asked if there was any questions or comments.

Mayor Wilcox called for a voice vote which was unanimously approved.

The first reading passed.

Mr. DeClue read the ordinance by title only.

The ordinance would be heard again at the next meeting.

RESOLUTIONS

R09-22 A RESOLUTION AUTHORIZING AN AGREEMENT WITH SLAIT-HEALTH AND ANTHEM FOR RENWAL OF HEALTH INSURANCE COVERAGE EFFECTIVE JULY 01, 2022.

Alderman Roettger moved approval of the reading of Resolution R09-22. Alderman Fanning seconded the motion.

Mayor Wilcox asked for a report.

Mr. DeClue stated that this resolution authorizes staff to renew our health insurance membership in the SLAIT pool and with Anthem adding that the City had completed the first six months and would be starting the new year in July. The SLAIT Board authorized 4 different rate increase tiers this year- 5, 7, 8, and 9% adding that the City was placed in the second tier at 7% for the coming year which was partially related to inflation. Mr. DeClue stated that the staff has been pleased with the move to Anthem and

the SLAIT health pool adding that with better years economically, the City hopes to see low increases in the future.

Mayor Wilcox asked if there was any other questions or discussions.

Mayor Wilcox called for a voice vote which was unanimously approved.

The Resolution passed.

DISCUSSION: MAYOR AND BOARD OF ALDERMEN PAY

Mayor Wilcox opened the discussion stating that the Mayor's salary was \$300.00 per month and not \$350.00 as reported and that the Aldermen's salary was \$150.00 per month. Mayor Wilcox stated that addressing the pay for the Board of Aldermen was considered years ago adding that the pay rate has been the same for three decades or longer. Mayor Wilcox stated that he understood why the Board did not hold office for the money as the pay rate was not enough. Mayor Wilcox stated that felt like the subject was an unpopular topic for the Board to be discussing the pay raises and vote but noted that he felt compelled to look at other cities to compare the pay scales. Mayor Wilcox stated that the Board's time should be valued which included meetings with the residents in addition to bi-monthly meetings. Mayor Wilcox stated that at some point in time, someone had to do something to make an adjustment. Mr. DeClue pointed out that a change in salary could not happen until the next election period. Mayor Wilcox stated that an increase would be nothing major. For context, Mayor Wilcox stated that the Webster Kirkwood Times published an article 4 or 5 years ago which indicated that Glendale was at the low end of the scale noting that Des Peres Board members received \$575/month, Shrewsbury received \$375/month, Rockhill receives \$275/month, Oakland-\$185/month and they only have one meeting a month. Mayor Wilcox stated the City Board of Aldermen salary needed an adjustment but remained conservative as to the amount. It was recommended that the Board members receive \$250/month and \$500/month for the Mayor which follows the same ratio. Mayor Wilcox stated that the Des Peres Mayor receives \$1,100 per the Webster Kirkwood article. Mayor Wilcox stated that the increase in salary needed to be addressed following decades of no increases and added that the Board members to follow us will benefit from the increase. Mayor Wilcox stated that he could not vote on the Ordinance once it comes before the Board and added that it would not be heard until the next election cycle.

Mr. Hetlage stated that this issue was just a discussion item at this time adding that a bill will be prepared, read twice, and voted upon before the next election noting that residents will see the bill before a vote occurs. Alderman Roettger noted that there would be no vote tonight. Mr. Hetlage concurred. Alderman Nauman stated that this issue was discussed 10 years ago adding that to the Mayor's point, it can be difficult to incentivize this position. Mayor Wilcox stated that there was value to the Board's time spent representing Glendale adding that Glendale did not want to be an outlier on either side of the salary schedule and remain conservative.

Mr. DeClue noted that some other cities have larger budgets such as Eureka which received salaries similar to Des Peres adding that Glendale's salaries would still be lower than its peers. It was noted that on the low end, the Webster Groves Mayor received \$25.00 per meeting and \$50.00 per month, Kirkwood would be in the \$500-\$600 a month range. Mr. DeClue stated that

Missouri State law stipulates that the Board of Aldermen had to be paid but did not regulate how much salary adding that respectively, Glendale was on the low side and if there are no objections, we will continue the process and with once there is a full board present, we will vote on it.

BUDGET WORKSHOP

Mr. Lawrence reported that there were not many changes in the Operating Budget every year adding that the department does not change the core mission which is to keep a balanced budget. Mr. Lawrence stated that there would be a surplus of \$55,000 adding that the City takes a conservative approach to budgeting. Mr. DeClue stated that the budget included a 4% salary increase for the new fiscal year for all full and part-time employees with an \$1,500 bonus. It was noted that the increase total of 7.5% in 2 years was the best Glendale could do and has done in a long time.

Mr. Lawrence stated that the Budget had a new look with a Canva design done by Ms. Arias-Magallon. Mr. Lawrence highlighted the following:

2023 Revenue - \$4,751,600, Expense - \$4,696,600 with a \$55,000 surplus;
2022FY Surplus was \$191,330 due to government funding with expense of \$40,000 going to CIP for an additional budgeted amount for road work on Beverly and Southarm which was set at \$10,000 with a full cost of \$50,000.

Mr. Lawrence stated that they were happy to see the 4% COLA for full and part-time employees. FY2023 Personnel Services at \$3,739,000 with 3.7% for salary, workers compensation, LAGARS, etc.

Mr. Lawrence reported that due to the recovery following COVID, the estimated 1% city-wide sales tax is estimated to be \$1,020,000 in FY2022 and \$1,035,000 in FY2023 respectively which compares to actual figures of 918,304 in FY 2021 adding that increases in June were tremendous. Mr. Lawrence stated that the revenue was \$10-15,000 positive during the last 4 years adding that the COLA can be afforded due to the pool revenue. Mr. Lawrence stated that he hopes the numbers increase and may with inflation adding that gas tax revenue will not be so high.

Mr. Lawrence reported that there was a utility bump slightly with Ameren at \$370,000 in FY22 and \$390,000 in FY23 and Spire at \$235,000 in FY22 and \$245,000 in FY23.

Mr. Lawrence highlighted the CI fund noting that Public Works would be benefiting from the ARPA funds with money going to the Nova Chip, E. Essex project and N. Sappington Rd project as well as the new City backup generator and the City Hall Drainage project as well the Administration funding for the zoning code update in FY23 with the remaining spread to FY24-25. Mr. Lawrence stated that STP grant money would also be included in the PW work.

Mr. Lawrence highlighted page 29 noting that the line chart for General Revenue/Expenditures. Alderman Roettger asked about the COLA extending to 2028/2029 noting that the City was in the red with 1.7% revenue growth and 2.41% expense growth. Mr. Lawrence stated that there

was a bump in revenue the last 2 years. Alderman Roettger stated that it was an environment to do that and asked if there was a number to go one from here. Mr. Lawrence stated that we hope there is no recession this year. Alderman Roettger asked if there was a surplus after this FY. Mr. Lawrence stated that the inflation pressures \$50,000 was projected adding that the General Fund was well capitalized because of the Federal money and noted that the budget was an extra year out and that there were always adjustments.

Mr. DeClue stated that during the pre-Prop P period the GF did not look good adding that with the fixed pension, it made a strong case for the COLA increase noting that the 4% was in line with Des Peres and Kirkwood which both had a 5% increase. It was noted that the City always tried to spend extra on the employees.

It was noted that the Canva design looked great. Mr. DeClue stated that there was a contest the City entered which included a budget redesign.

Mr. Lawrence closed by noting that the City continued to receive less from the cell phone companies; \$90,000 FY22 and \$85,000 FY23 respectively and stated that the salary increase did not include seasonal employees. Mr. Hetlage added that the pay increase would commence July 1 and would be paid in September to all who were employed through the month of August.

Chief Beaton highlighted Personnel, Contractual and Commodities adding that much would not change. Chief Beaton stated that with the new shift schedules, there are now 4 squads instead of 3 as in the past, and the department was in need of a 4th supervisor or Sergeant. Chief Beaton stated that with the staffing situation, the overtime expense was always an issue adding that with the addition of an officer, this should help. Chief Beaton stated that overtime had been budgeted at \$25,000 in the past adding that the increase related to the reality that the department was always overbudget in this category and would increase to \$40,000 in FY23. Chief Beaton stated that there was good mutual aid with the adjoining communities as was the case with the home invasion situation adding that in a community with 6,000 people, having one police officer on duty wasn't safe. Chief Beaton stated that the department did apply for grant money which was applied to overtime expense adding that it was never enough.

Mayor Wilcox asked if a candidate had been identified.

Chief Beaton stated that the Sergeant's position will be filled from the existing staff who are all eligible, capable officers and tested well in the past and noted that all who are interested will be tested again.

Mayor Wilcox asked about how the hiring process had been going.

Chief Beaton stated that 4 applicants applied, one ghosted leaving three. Chief Beaton stated that the position will remain open until filled adding that one applicant had an oral interview this morning.

Chief Beaton reported that under Commodities, motor vehicle fuel budgeting was unpredictable noting that \$60,500 was actual for FY22 with \$25,000 budgeted for FY23 adding that they would work hard to make it work in FY23.

Chief Beaton stated that under Community Development, Professional Development would increase for training purposes.

Mayor Wilcox asked if the Block Cameras were in place. Chief Beaton stated that two were in place and would see how it worked before considering adding more.

Chief Beaton stated that a new car was needed in FY23, and that there was a 2.5% increase for Dispatching with Kirkwood which was written into the 5-year contract. Chief Beaton stated that the fees were divided between the Fire Department and the Police Department with 60% going to the Police budget and 40% going to the Fire Department budget adding that monies budgeted for Glendale Dispatch are gone.

Chief Silvernail reported that Personnel had similar issues as the Police Department. Overtime was high. Chief Silvernail reported that there were three crews staffed with 4 firefighters adding that there was a minimum of 3 required to be on duty at all times. Chief Silvernail stated that this year there was one employee with a long-term injury, there were 2 retirements and 1 resignation. Chief Silvernail stated that they were able to hire new firefighters quickly adding that the pool is hard to fill noting that at one time there would be 60 applicants to a current list of 10 applicants. Chief Silvernail stated that he would watch the sick leave and try to curb. Chief Silvernail reported that fuel charges were up, and dispatch expense was up \$1,900, adding that the Fire Chief salary increased 5% from the City of Kirkwood. Chief Silvernail noted that there was a new generator contract and increase in general insurance costs adding that there wasn't much else new this year.

Alderman Nauman reported that for the Public Works department, 4 full-time employees may not be enough adding that there used to be 6 full-time employees in the department. Alderman Nauman suggested that the addition of one more full-time employee be considered for the PW department. Mr. DeClue stated that extra projects were being contracted out. Alderman Nauman stated that the Superintendent of Public Works does work himself adding that it was appropriate to look at staffing.

Alderman Roettger stated that Alderman Nauman had a good point.

Mr. DeClue stated that engineering would be off his plate soon adding that Mr. Jones and he had recently talked about increasing wages for seasonal workers who he is trying to hire right now. Mr. DeClue stated that 1 applicant has been hired who returned from last year adding that 2 positions remain open at a rate of \$11.50 per hour. Mr. DeClue stated that the going rate for seasonal help was \$15.00-\$17.00 per hour and would like to bump their wage to \$15.00 from \$11.50. Mr. DeClue stated that if any manager runs a good team, it was Mr. Jones adding that Mr. Jones should advise whether or not there is a need in his department. Alderman Nauman stated that he would like to get it started for 2 years down the road and build it into the future vision of the Public Works department. Alderman Nauman stated that Mr. Jones was a humble

guy, adding that the City needed to look out for him and anticipate his needs. Alderman Nauman noted that Mr. Jones had been working on major planning for the City including infrastructure discussions and storm water discussions. Mr. DeClue reported that the Storm Water Master Plan meetings were posted on the website for everyone's review. Alderman Nauman suggested work on a Master Tree Plan as well as current plans adding that Mr. Jones could manage plans while others do the work.

Mayor Wilcox stated that Alderman Nauman brought up a good point.

Mr. DeClue reported on Public Works CIP projects highlighting the Forestry line which is budgeted for \$15,000 for FY23 and following the FY22 which was budgeted at \$28,000 due to storms that had been crazy the last year, creating overtime expenses and professional services expense for overall cleanup of downed trees, etc.

Mr. DeClue reported that he and Mr. Lawrence would be working on designing a full paper bill for trash services in the future noting that postcards will be unavailable in the future. Mr. DeClue stated that the October bill would look very different and added that the billing would be on-line soon.

Mayor Wilcox thanked everyone for their reports.

REPORTS

Mr. DeClue

Mr. DeClue reported that he was awarded the scholarship for the Leadership St. Louis Program noting that the impact in cost to the City would be low and would start in September, 2022.

Mr. DeClue reported that he was out of the office for a week and thanked Chief Beaton and Ms. Carr for stepping in during his absence. Mr. DeClue reported that three submissions would be heard by the ARB on Wednesday, June 8th. Mr. DeClue also reported that COVID was showing a 29% positivity rate in the County noting that people were getting sick adding that fortunately, hospital numbers were not going up too much.

Ms. Carr

Ms. Carr reported that the City would be hosting a 'Mayors for Meals' summer food drive which will begin Monday, June 20 and run through the week ending Friday, June 24th. There will be food bins located in the lobby throughout the week, storage boxes in the sally port and notices have been placed on the website and on social media.

Alderman Roettger

None

Alderman Vitale

None

Alderman Lane

None

Alderman Capshaw Cushing

None

Alderman Nauman

Alderman Nauman reported that he attended a meeting with Glenbrook residents regarding an ARB submission to be heard on Wednesday, June 8th which was a unique situation. Alderman Nauman noted that Glenbrook was an interesting block and added whether or not the submission met the City Ordinances, subjectivity will be applied based on how the code reads. Alderman Nauman stated that for the most part, the neighborhood homeowners are not opposed to the building of a new house at 993 Glenbrook but are opposed to the developer submitting the project adding that there was no trust in the builder who seemed to be misleading and incomplete in the submission process. Alderman Nauman stated that the residents feel that subjectivity should be aligned with the neighborhood requests adding that there have been 6 ARB meetings during which this submission has been discussed. Alderman Nauman stated that this process has taken a tremendous amount of time for staff and volunteers. Alderman Nauman stated that the Board has given the builder time adding that there was an option to deny the project and allow the builder to appeal and if denied apply to the courts. Alderman Nauman noted that the ARB was looking through the lens of today's ordinance adding that discussions to accelerate disincentivize future code was underway. Alderman Lane stated that the ARB was working on revisions to the code which take time adding that the BOA will have an opportunity to review all the changes.

Mayor Wilcox

Mayor Wilcox reported that on the day that the Kirkwood home invasion occurred, he received more calls, texts, and emails than ever before. Mayor Wilcox stated that there was an announcement on the Webster Kirkwood Times website before the City was made aware of the situation adding that there was online craziness. Mayor Wilcox stated that things like this do not happen very often but wanted to bring up a few ideas to address communication; 1. Develop a game plan that would allow the City to balance information to residents without interrupting or compromising the police pursuit, adding that most comments indicate that people do not know what is happening. Mayor Wilcox stated that he thought that Facebook was not a good communicator adding that there should be a better way to balance the work of the police department and getting information out to our residents; 2. Develop an alert system such as Code RED Mobile Alert, suggested by one of our residents adding that is an application available for cell phones, etc. Mayor Wilcox asked that the City look into using it or something similar to it right now and promote it if it works. Mayor Wilcox noted that there was a desire by our community to have some sort of system to alert people for things of this nature.

Chief Beaton stated that there were many apps available adding that the City had subscribed to a Nixle system in the past that would send out email alerts, texts and/or automated phone calls but the system was rarely used, and expensive Chief Beaton stated that he was not opposed to the idea adding that there were many alert system applications available. Chief Beaton stated that he would do some research noting that Crestwood had a system called Tip 411 and check the

capabilities in addition to other systems. Chief Beaton stated that the situation in Kirkwood was not an active shooter situation but that it was a home invasion targeted and not random. Chief Beaton stated that there were two suspects of which one was apprehended immediately and the second disappeared in Glendale. Chief Beaton stated that the suspect was armed during the home invasion but hid the firearm by the time he came into the Glendale community. Chief Beaton stated that the department was working jointly with Kirkwood, Warson Woods, and Frontenac adding that Des Peres offered to help if needed. Chief Beaton noted that Glendale had a small office, but we finally did get information out to the public. Chief Beaton stated that collectively a plan would be devised coordinating with adjoining communities. Mr. DeClue stated that if the City does something collectively, we will all talk about it. Mayor Wilcox stated that the news media had the information first adding that the City needed to get ahead of the media. Mr. DeClue stated that a meeting would be scheduled with Des Peres, Kirkwood to see how we all could pool our resources. Chief Beaton stated that the perception by the public was worse than the reality adding that the City relied on the investigating agency to get the word out and in this case, once Kirkwood put it out, we could use it. It was noted that with an alert system, the City would be able to send something out without details. Chief Silvernail stated that Kirkwood used CodeRED. Mr. DeClue stated that they would take a hard look and keep everyone in the loop. Alderman Nauman suggested an amber alert style and not Facebook.

EXECUTIVE SESSION

Alderman Lane moved to adjourn to Executive Session. Alderman Nauman seconded the motion. There being no further questions or discussion, Mayor Wilcox called for a vote:

Ayes: Alderman Roettger, Alderman Nauman,
Alderman Lane, Alderman Fanning

Nays: None

Not Present: Alderman Capshaw Cushing, Alderman Vitale

ADJOURNMENT

Alderman Nauman moved to adjourn the meeting, seconded by Alderman Lane . The motion was unanimously approved.

These minutes are approved as submitted this 20th day of June, 2022 .

Joanne Carr
Deputy City Clerk